



Equality, Diversity, and Inclusion (EDI) Strategy & Implementation Plan

1. Introduction

This Equality, Diversity, and Inclusion (EDI) Strategy sets out our commitment to fostering a culture that is inclusive, respectful, and supportive of all members of our college community. As a land-based further education institution, we are committed to creating an environment where everyone – regardless of their background, identity, or experiences – can thrive academically, socially, and personally.

Our strategy reflects our core values which aim to promote a supportive and dynamic educational atmosphere, fostering both personal and academic growth, and is aligned with the principles of equality and inclusion across all areas of the college. This document provides the framework for our continued efforts to eliminate discrimination, promote diversity, and ensure equal opportunities for all students and staff.

2. Vision and Purpose

Our vision is to create a college environment where diversity is celebrated, and all members are treated with dignity and respect. We aim to be a place where individuals from all walks of life can access education and training, contributing to a better, more equitable society. Our purpose is to ensure that:

- All students have equal access to learning, regardless of their personal circumstances, background, or identity.
- The college's policies, practices, and activities actively promote diversity and inclusion.
- The wider land-based sector benefits from our commitment to EDI, with our students, staff, and stakeholders playing an active role in promoting social justice within the field.

3. Key Objectives

1. Promote Equality of Opportunity

- Ensure all learners, staff, and stakeholders have equal access to opportunities, irrespective of their characteristics or socioeconomic background.
- Regularly review admissions, recruitment, and progression procedures to identify and eliminate any barriers to access or success.

2. Celebrate and Value Diversity

- Promote a culture of respect and inclusivity by celebrating cultural, ethnic, and social diversity, and encouraging positive interaction between all members of the college.
- Recognise and address the barriers faced by underrepresented groups within the land-based sector, including women in agriculture, people from minority ethnic communities, individuals with disabilities, and LGBTQ+ individuals.

3. Create an Inclusive Learning Environment

- Develop and deliver curriculum and teaching practices that reflect the diversity of our students and the world around them.
- Ensure all learning resources are accessible, inclusive, and free from bias.

- Provide tailored support for students who need additional help, including those with learning difficulties and disabilities.
- 4. Foster a Safe and Supportive Campus Culture**
 - Ensure the campus is free from all forms of discrimination, harassment, and bullying. Implement clear and transparent procedures for reporting and addressing any issues.
 - Provide training for students and staff on equality, diversity and inclusion issues, including unconscious bias, cultural competence, and creating respectful spaces.
- 5. Engage and Empower Staff and Students**
 - Develop leadership and governance structures that reflect the college's commitment to diversity and inclusion, ensuring that a diverse group of individuals are represented in decision-making processes.
 - Encourage students to take an active role in shaping the College's EDI initiatives, providing opportunities for student-led discussions, events, and support networks.
 - Offer professional development for staff to build capacity in inclusive teaching, leadership, and student support practices.
- 6. Measure, Monitor, and Improve**
 - Establish clear metrics for evaluating the success of the EDI Strategy, ensuring that progress and impact is tracked across all areas, including recruitment, retention, achievement, progression and student satisfaction.
 - Regularly gather feedback from students, staff, and other stakeholders on the effectiveness of the college's EDI initiatives and make improvements where necessary.
 - Ensure that data collection processes are inclusive and respectful, and that data is used to inform policy and practice.

4. Action Plan

1. Curriculum Development

- Review existing curriculum to ensure diverse perspectives are embedded across all subject areas.
- Introduce learning modules that focus on social justice, sustainability, and inclusion within the land-based sector.
- Develop partnerships with industry to ensure the curriculum reflects current trends in inclusive practices and technologies.

2. Training and Development

- Provide mandatory EDI training for all staff members, with regular refreshers and specialised workshops for those in leadership and teaching roles.
- Introduce peer mentoring programs, where students can support each other in navigating academic and personal challenges related to EDI.

3. Student Support Services

- Establish dedicated support services for marginalised or underrepresented groups, including targeted outreach programmes for students from diverse backgrounds.
- Offer additional academic support, such as tutoring or mentoring, for students facing barriers to learning due to personal or systemic challenges.

4. Events and Initiatives

- Organise cultural events, workshops, and awareness campaigns to celebrate diversity and promote understanding of different social issues.
- Support student-led initiatives that address issues of equality, diversity, and inclusion within the land-based sector.

5. Policy Review and Development

- Regularly review college policies to ensure they align with our commitment to equality, diversity, and inclusion.
- Ensure that policies related to recruitment, admissions, discipline, and progression are transparent, fair, and inclusive.

5. Accountability and Reporting

To ensure the successful implementation of this EDI strategy, the college will:

- Appoint an EDI Committee to oversee the development and execution of the Strategy, with clear reporting lines to the senior management team and the governing body.
- Publish an annual report outlining progress against key EDI objectives, including successes, challenges, and areas for improvement.
- Regularly consult students and staff through surveys, focus groups, and feedback sessions to ensure their views are considered in ongoing policy development.

6. Conclusion

This Equality, Diversity, and Inclusion Strategy is a dynamic and living document that will evolve as we continue to learn and grow. We are committed to ensuring that everyone in our college community feels valued, supported, and empowered to succeed. By implementing this strategy, we will create a more inclusive, diverse, and equitable learning environment that prepares our students to become leaders in the land-based sector and advocates for social justice in their respective fields.

Together, we can build a more inclusive future for all.

No	Area of Focus	Key actions
1	To provide information and make recommendations to the Executive Leadership Team on the operation and effectiveness of all aspects of equality, diversity and inclusion in relation to staff, students and external stakeholders.	<p>Create a new overarching EDI strategy and Implementation Plan which reflects the reformed committee and current areas of focus.</p> <p>To work towards accreditation against the Inclusive Excellence Standard (<i>Inclusive Excellence Committed in 2025, Inclusive Excellence Award in 2026 and Inclusive Excellence Leader in 2027</i>).</p>
2	<p>To agree and monitor Equality and Diversity Impact Measures (EDIMs) and recommend actions to positively influence their achievement.</p> <p>To review student recruitment, retention, achievement and progression gaps and identify actions to narrow any gaps.</p>	<p>Agree and set EDIMs for a 3-year rolling period with annual review, taking account of gaps identified in the College Self-Assessment Report.</p> <p>Monitor progress against all EDIMs at each termly meeting and identify actions to improve. Produce a formal annual report on overall progress.</p> <p>To understand performance of different demographic groups within apprenticeships and identify any gaps which need addressing.</p>
3	To review policies and procedures with respect to Equality, Diversity and Inclusion and ensure these are fit for purpose and support the advancement and promotion of EDI.	<p>To receive and consider Equality Impact Assessments relating to policy changes where an impact on EDI has been identified.</p> <p>To support staff with completion of Equality Impact Assessments.</p>
4	To review the College's Equality and Diversity policy and ensure its effective implementation.	Replace the Single Equality Scheme with an updated EDI Policy.
5	To ensure that training is provided for all, including governors, managers, staff and students, ensuring they understand the importance of equality, diversity and inclusion, including British Values and Prevent.	<p>Training schedule for year set and delivered for governors, staff and students.</p> <p>Innovative approaches to training and development discussed and introduced.</p>

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6	To ensure effective engagement of students in actions and initiatives which enhance EDI.	<p>Student Association to include EDI Champion.</p> <p>Student representatives to be invited to the Committee for relevant agenda items.</p>
7	To engage with external groups who can support the dissemination of good EDI practice throughout the College.	<p>Identify relevant regional and local groups; invite speakers to deliver training and briefings for students, staff and governors.</p> <p>Ensure the Enrichment Calendar connects to relevant EDI events taking place locally and nationally.</p>
8	To evaluate and monitor the effectiveness of existing EDI initiatives including the impact of learning support and free college meals.	<p>To undertake analysis on the effectiveness of learning support including retention of EHCP students and transition arrangements between the Foundation and wider curriculum areas.</p> <p>To promote the availability of free meals to eligible students and understand barriers to student identification and encourage wider take up.</p>
9	To increase the diversity of the student community across both campuses.	<p>To map the student demographics against the local community profile to identify any areas of under-representation and investigate potential barriers.</p> <p>To raise the profile of EDI and areas of good practice by sharing success stories and case studies with an EDI focus in the staff newsletter and on social media.</p>